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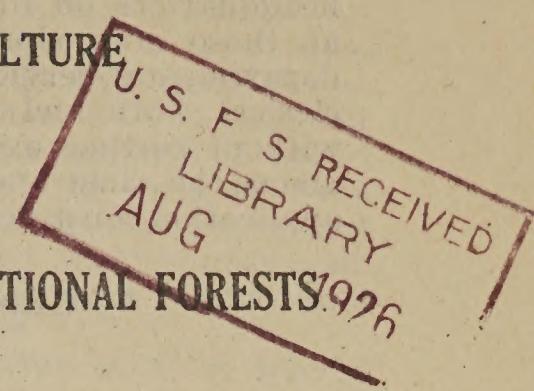
Misc. O-9

Reissued April, 1926

UNITED STATES DEPARTMENT OF AGRICULTURE  
FOREST SERVICE

INFORMATION REGARDING EMPLOYMENT ON THE NATIONAL FORESTS

(Eleventh Revision)



ORGANIZATION OF NATIONAL FOREST WORK

The Forest Service, which handles the national forests for the Federal Government, is a bureau of the United States Department of Agriculture. Its head, the Forester, and his staff, are located in Washington, D. C., but by far the greater part of its personnel is in the field organization throughout the United States.

For the better administration of the national forests eight district offices are maintained, from which the business of the national forests is supervised. The district headquarters are at the following places: Northern district, Missoula, Mont.; Rocky Mountain district, Denver, Colo.; southwestern district, Albuquerque, N. Mex.; intermountain district, Ogden, Utah; California district, San Francisco, Calif.; North Pacific district, Portland, Oreg.; eastern district, Washington, D. C.; Alaska district, Juneau, Alaska. The executive and technical positions in the Washington and district offices are filled by promotion of members of the Forest Service in similar lines of work.

POSITIONS ON THE NATIONAL FORESTS

The field force on the national forests contains the grades of forest supervisor, assistant forest supervisor, assistant forester, junior forester, logging engineer, chief lumberman, assistant range examiner, junior range examiner, forest ranger, forest guard, and field assistant.

METHOD OF APPOINTMENT

The entire permanent force of the Forest Service is classified under the civil service law; that is, the employees must have standing as the result of having passed a civil-service examination. Examinations are given for the positions of forest ranger, junior forester, junior range examiner, and clerk. The remainder of the positions in the Forest Service are ordinarily filled by promotion of men who have entered in one of these grades.

EXAMINATION

In accordance with the law requiring the selection of forest rangers, when practicable, from the State or Territory in which they are to be employed, examinations for forest ranger are held as required in each State or Territory in which national forests are situated. Applicants are examined as to fitness for positions in the State or Territory in which they are legal citizens. Duly qualified applicants residing in other States are admitted to the examination but are not eligible to appointment until the list of qualified citizens of the State or Territory in which the appointment is to be made is exhausted. Only persons between the ages of 21 to 35 are eligible to take the ranger examination.

The restrictions as to residence is not imposed upon applicants for the junior forester and junior range examiner examinations. Information as to the times and places at which examinations will be held and the steps necessary to secure admission may be obtained *only* from the United States Civil Service Commission, Washington, D. C.

There are clerical positions in the district offices and at the supervisors' headquarters on the national forests. These positions are on the same basis as those of a similar nature in the Washington office and throughout the departmental service. They call for training and experience in all classes of clerical work and do not lead to positions in national-forest administration without further examination. For information regarding these positions and about the time and place of examinations from which vacancies are filled, application must be made to the Civil Service Commission.

## GENERAL QUALIFICATIONS AND DUTIES

### FOREST SUPERVISOR

Forest supervisors are appointed by promotion of assistant forest supervisors, forest rangers, assistant foresters, or other qualified employees. They must give their entire time to the service.

The forest supervisor is in direct charge of a national forest which ordinarily consists of a million acres or more. He is responsible for the business management and the development of the resources of his forest. In this work he is assisted by a small staff and a number of forest rangers.

The supervisor is the real manager of a producing property. His management involves not merely the handling of his forest as a going business or the successful dealing with the public but the difficult technical job of growing a crop of timber and developing the other forest resources. This requires the ability to correlate large masses of facts into plans that look decades ahead.

The supervisor must have executive ability and good business judgment. He must maintain a high standard of administration on his forest to the end that the natural resources are put to their highest use. In doing this he must be able to handle funds and the time of men economically, to maintain good business relations with innumerable people and organizations, and to succeed in keeping the results produced on his forest in right relation to the cost of the work.

In addition, the supervisor is responsible for developing the resources of his forest and for making plans for growing successive crops of timber. College training in technical forestry is not an absolute requirement but knowledge of the technique of forest management is essential and the supervisor must have large ability to grasp resource plans and to participate in their preparation and the capacity to know how to use technical helpers and how to judge their results. He must understand how physical resources grow and the way they react to use. While he is not expected to do elaborate research work he must understand it, and he is expected to contribute to the large and important forms of research which do not require involved technical processes or large amounts of time, but rather a capacity for keen observation and analysis, and ability to apply readily ascertainable facts.

### ASSISTANT FOREST SUPERVISOR

Assistant forest supervisors are appointed, when necessary, by promotion from ranger or assistant forester. They aid the supervisors in the administration of the national forests. They must have the same qualifications as supervisors, who may delegate to them as much authority as they deem advisable.

### FOREST RANGER

Rangers are appointed only from eligibles obtained through competitive examination. Their entire time must be given to the Service. They must be young, able-bodied, and capable of enduring hardships and of performing severe labor under trying conditions. They should have had some outdoor experience in order to be able to take care of themselves and their horses in regions remote from settlement and supplies. Invalids and consumptives seeking light out-of-door employment are not qualified for the work and should not apply.

Forest rangers are primarily field men, who are responsible under the forest supervisors for the protection and management of range districts consisting of from 50,000 to 300,000 acres. The work calls for considerable travel, and rangers must expect to spend much of their time away from home.

The primary duty of the forest rangers is to protect their districts against fire, and for this purpose a number of fire guards may be assigned to assist them during dry seasons. The rangers are responsible for the work of these fire guards, for the organization of public sentiment favorable to fire control on their districts, for the detection of forest fires and for their suppression. Protection against fires requires good planning, an efficient organization, and often long strenuous hours of riding and hard manual labor.

In addition, the rangers handle the field work in connection with the sale of timber, the grazing of livestock, and many other activities on the national forests. They are expected also to do such work as building or maintaining telephone lines, trails, cabins, or fences when their time is not actually needed on administrative work.

The rangers must be able to plan their work intelligently in order to handle in an efficient manner the large number of diversified activities intrusted to them. It is their duty, under the direction of the supervisors, to carry out the plans for the development of the physical resources of their districts, and for the growing of timber. While technical forestry training is not required for the ranger position, elementary knowledge of forestry is desirable.

#### **JUNIOR FORESTER—ASSISTANT FORESTER**

Junior foresters are appointed from eligibles obtained through competitive examination, which tests their training in technical forestry. They are assigned to timber cruising, protective duties, subordinate administrative work on timber sales, ranger district administration, planting, and the like.

The position of assistant forester is filled by promotion from junior forester. The duties of assistant foresters include the examination and mapping of forest areas, reports on applications for the purchase of timber, marking, scaling, managing timber sales, survey of boundaries and summer-home sites, nursery work, and forest planting. They are technical advisors to the forest supervisors and participate in the handling of the timber resources and the preparation of plans for the development and growing of forest crops.

#### **CHIEF LUMBERMAN—LOGGING ENGINEER**

The positions of logging engineer and chief lumberman are filled by the promotion of men in the service who have developed capacity for such work.

Chief lumbermen must have had thorough training in cruising, logging, scaling, and milling. They assist local forest officers in the conduct of timber sales as well as in reporting on tracts of timber where sale has been applied for or is advisable.

Logging engineers must be men of exceptionally high qualifications involving knowledge and experience in logging engineering, lumber markets and prices, and other technical and business features of the lumbering industry. They devise plans for the most effective disposition of national forest timber by sales and make stumpage appraisals for large transactions.

#### **JUNIOR RANGE EXAMINER—ASSISTANT RANGE EXAMINER**

Junior range examiners are appointed from eligibles obtained through competitive examination. They conduct grazing reconnaissance on the forests and make investigations and experiments for bringing about better methods of handling stock and utilizing the forage crop, and for range development in general. They also aid in the administration of grazing on the national forests and, like junior foresters, they may be assigned to administrative ranger district work.

The position of assistant range examiner is filled by promotion from junior range examiner. It requires technical training in botany, and knowledge and experience in dealing with range problems, and involves supervisory duties in forest range investigations and administration.

## **FOREST GUARD—FIELD ASSISTANT**

In addition to the permanent classified force, temporary assistants are employed during the season of serious danger from fires, or when other special work requires additions to the regular forest force. Persons thus employed are known as forest guards and field assistants and serve only so long as required.

No examination is required for the position of forest guard but guards may be called upon to perform work similar to that of rangers. Applications for employment as forest guard must be made to the forest supervisor or district ranger. He will require sobriety, industry, physical ability, and effectiveness, and will give preference to local residents of whose fitness he is fully satisfied.

Field assistants are employed in reconnaissance parties. No examination is required, but some knowledge of forestry is essential. Applications for such employment should be made to the district foresters.